



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

January 6, 2004

Board of Supervisors
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The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**MEASURE A IMPLEMENTATION IN THE DEPARTMENT OF
HEALTH SERVICES
(3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the establishment of unclassified positions and a position within the classified service to implement the provisions of Measure A in the Department of Health Services, and approve the implementing ordinance.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of this recommended action is to continue the implementation of the provisions of Measure A ratified at the special election on March 7, 2000. This Measure removes chief deputies and assistants or deputies next in line of authority from the Civil Service System.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Plan, Organization Effectiveness Goal to ensure accountability of managerial positions.

FISCAL IMPACT/FINANCING

There is no fiscal impact.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Measure A added Section 33(l) and Section 33.9 to Article IX of the Charter of the County of Los Angeles. Section(l) provides that the positions of chief deputies and assistants or deputies next in line of authority to chief deputies be placed in the

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unclassified service. Section 33.9 provides that any person holding a permanent classified position which is removed from the classified service under the provisions of Section 33(l) continues to have the same rights as if his or her position has not been placed in the unclassified service.

To implement the new provisions, it is necessary to establish specific positions with unclassified status. "Next in line of authority" as used in Section 33(l) includes positions that report to and may be designated to act in the absence of the chief deputy or department head. New classifications are needed to reflect the unclassified status of these positions, as well as a new classification to reflect the classified status of one position. Persons appointed to these new unclassified classes will be part of the unclassified service as defined in Section 33 and will be eligible for the same benefit package as those in the classified service, that is, they will be eligible for MegaFlex and the Savings Plan.

Full implementation of Measure A required a review of departmental organizational structure and classifications. We have previously concluded that process for other departments. We have now concluded a second review for the Department of Health Services and recommend the changes shown on the Attachment. At a future date, we will conduct a further review of potential additional unclassified positions in the Department of Health Services.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

There is no impact on current services.

The necessary ordinance has been prepared and approved as to form by the County Counsel.

Respectfully submitted,


DAVID E. JANSSEN
Chief Administrative Officer

DEJ:WGL
PG:lg

Attachment

c: Auditor-Controller
County Counsel
Director of Personnel

**RECOMMENDED CHANGES TO IMPLEMENT MEASURE A
TO EXPAND THE UNCLASSIFIED SERVICE**

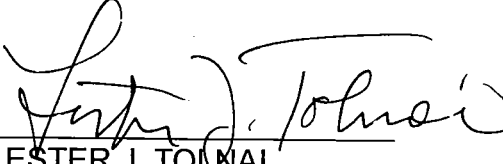
DEPARTMENT OF HEALTH SERVICES					
CURRENT			PROPOSED		
Item No	No Pos	Title & Range	Item No	No Pos	Title & Range
5449	6	Medical Director II, MD (M11)	5450	5	Medical Director II, MD (UC) (M11)
			5448	1	Medical Director II, MD/Admin (M11)
5451	1	Medical Director III, MD (M12)	5452	1	Medical Director III, MD (UC) (M12)
4631	1	Chief, Information Systems, Health (R14)	4631	1	Chf, Information Systems, Health (UC) (R14)
4565	1	Medical Director, Public Health Programs (M11)	4577	1	Medical Director, Public Health Programs (UC) (M11)
4568	1	Director, Office of Managed Care (F \$10720.07))	4568	1	Director, Office of Managed Care (UC) (F \$10720.07)

ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code to implement the provisions of Measure A, approved by the electorate at the March 7, 2000 Election by:

- Adding five (5) employee classifications to the unclassified service;
- Adding one (1) and deleting two (2) employee classifications in the classified service;
- Adding and deleting classifications and numbers of ordinance positions in the Department of Health Services, and amending related sections to reflect changes;
- Changing sections of the Physician Pay Plan to reflect the addition of physician classifications to the unclassified service

LLOYD W. PELLMAN
County Counsel



LESTER J. TOLNAI
Principal Deputy
Management Services

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code, relating to implementing Measure A approved by the electorate on March 7, 2000 in the Department of Health Services.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Subsection B.1 of Section 6.08.210 is hereby amended to read as follows:

6.08.210 Physician P pay schedules.

...

B. Compensation of Management Physicians and Dental Directors.

1. The following Management Physician and Dental Director classifications shall be compensated on the indicated schedule of the effective M Table:

Item No.	Title	Schedule Number
4544	Chief Deputy Director, MD, Public Health Programs (UC)	11
5405	Chief Medical Examiner-Coroner	14A
4739	Chief Mental Health Psychiatrist	14
4476	Dental Director I	3
4777	Dental Director II	5
5491	Deputy Director, MD, Mental Health	8
5489	Deputy Director, MD, Mental Health (UC)	8
4563	Deputy Director, MD, Public Health Programs	11

Item No.	Title	Schedule Number
5447	Medical Director I, MD	8
5449	Medical Director II, MD	11
<u>5450</u>	<u>Medical Director II, MD (UC)</u>	<u>11</u>
<u>5448</u>	<u>Medical Director II, MD/Admin</u>	<u>11</u>
5451	Medical Director III, MD	12
<u>5452</u>	<u>Medical Director III MD (UC)</u>	<u>12</u>
4564	Medical Director, MD, Health Services	12
4566	Medical Director, Juvenile Court Health Services	8
4567	Medical Director, MD, Mental Health	11
4574	Medical Director, MD, Mental Health (UC)	11
4565	Medical Director, Public Health Programs	11
<u>4577</u>	<u>Medical Director, Public Health Programs (UC)</u>	<u>11</u>
5492	Mental Health Clinical District Chief, MD	7
4737	Supervising Mental Health Psychiatrist	11

...

SECTION 2. Subsection C of Section 6.08.250 is hereby amended to read as follows:

6.08.250 Special credits.

...

C. Any person appointed to the position of Medical Director I, MD; Medical Director II, MD; Medical Director II, MD (UC); Medical Director II, MD/Admin.; Medical Director III, M.D.; Medical Director III, MD (UC); Medical Director, Juvenile Court Health Services; Medical Director, MD, Health Services; Medical Director, Public Health Programs; Medical Director, Public Health Programs (UC); Medical Director, MD, Mental Health; Medical Director, M.D., Mental Health (UC) shall receive a flat rate monthly bonus pursuant to one of the following:

1. For one year of experience in any residency, 2.75 percent of the step on the appropriate M Schedule to which he is entitled based upon experience;
2. For two years of experience in any residency, 5.5 percent of the step on the appropriate M Schedule to which he is entitled based upon experience;
3. For three or more years of experience in any residency, 8.25 percent of the step on the appropriate M Schedule to which he is entitled based upon experience.

...

SECTION 3. Section 6.28.050-A is hereby amended by adding the following

classes:

6.28.050-A Tables of classes of positions with salary schedule and level.

Item No.	Title	Effective Date	Salary or Salary Schedule and Level
<u>4631</u>	<u>CHF, INFORMATION SYSTEMS, HEALTH(UC)</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>N23 R14</u> <u>N23 R14</u> <u>N23 R14</u>
<u>4568</u>	<u>DIRECTOR OFFICE OF MANAGED CARE(UC)</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>F 10720.07</u> <u>F 10988.07</u> <u>F 11262.77</u>
<u>5450</u>	<u>MEDICAL DIRECTOR II, MD(UC)</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>N19 M11</u> <u>N19 M11</u> <u>N19 M11</u>
<u>5448</u>	<u>MEDICAL DIRECTOR II, MD/ADMIN</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>N19 M11</u> <u>N19 M11</u> <u>N19 M11</u>
<u>5452</u>	<u>MEDICAL DIRECTOR III, MD(UC)</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>N19 M12</u> <u>N19 M12</u> <u>N19 M12</u>
<u>4577</u>	<u>MEDICAL DIRECTOR, PUBLIC HEALTH PROG(UC)</u>	<u>10/01/2002</u> <u>01/01/2005</u> <u>01/01/2006</u>	<u>N19 M11</u> <u>N19 M11</u> <u>N19 M11</u>

SECTION 4. Section 6.28.050 is amended by deleting the following class:

Item No.	Title	Effective Date	Salary or Salary Schedule and Level
4631	CHIEF, INFORMATION SYSTEMS, HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 R14 N23 R14 N23 R14
4568	DIRECTOR, OFFICE OF MANAGED CARE	10/01/2002 01/01/2005 01/01/2006	F 10720.07 F 10988.07 F 11262.77

SECTION 5. Section 6.78.010 is hereby amended by changing the following to read:

6.78.010 Department of Health Services Administration – Positions

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
4631A	1	CHIEF, INFORMATION SYSTEMS, HEALTH
4565A	4	MEDICAL DIRECTOR, PUBLIC HEALTH PROG

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>4631A</u>	<u>1</u>	<u>CHF, INFORMATION SYSTEMS, HEALTH(UC)</u>
<u>4577A</u>	<u>1</u>	<u>MEDICAL DIR, PUBLIC HEALTH PROG(UC)</u>

...

SECTION 6. Section 6.78.030 is hereby amended by changing the following to read:

6.78.030 Office of managed care -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
4568A	4	DIRECTOR,OFFICE OF MANAGED CARE

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>4568A</u>	<u>1</u>	<u>DIRECTOR,OFFICE OF MANAGED CARE(UC)</u>

...

SECTION 7. Section 6.78.050 is hereby amended by changing the following to read:

6.78.050 Antelope Valley cluster -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5449A	4	MEDICAL DIRECTOR II,MD

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5450A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD(UC)</u>

SECTION 8. Section 6.78.055 is hereby amended by changing the following to read:

6.78.055 Coastal cluster -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5449A	4	MEDICAL DIRECTOR II,MD

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5450A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD(UC)</u>

...

SECTION 9. Section 6.78.060 is hereby amended by changing the following to read:

6.78.060 LAC+USC healthcare network -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5451A	4	MEDICAL DIRECTOR III,MD

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5452A</u>	<u>1</u>	<u>MEDICAL DIRECTOR III,MD(UC)</u>

...

SECTION 10. Section 6.78.065 is hereby amended by changing the following to read:

6.78.065 Rancho Los Amigos -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5449A	4	MEDICAL DIRECTOR II,MD

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5450A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD (UC)</u>

SECTION 11. Section 6.78.070 is hereby amended by changing the following to read:

6.78.070 San Fernando Valley cluster -- Positions.

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5449A	4	MEDICAL DIRECTOR II,MD

...

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5450A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD(UC)</u>
...		

SECTION 12. Section 6.78.075 is hereby amended by changing the following to read as follows:

6.78.075 Southwest cluster -- Positions.

...		
ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
5449A	4	MEDICAL DIRECTOR II,MD
...		

ITEM NO.	NO.OF ORDINANCE POSITIONS	TITLE
<u>5450A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD(UC)</u>
<u>5448A</u>	<u>1</u>	<u>MEDICAL DIRECTOR II,MD/ADMIN</u>
...		

SECTION 13. Subsection L of Section 6.78.350 is hereby amended to read as follows:

6.78.350 Additional information.

...

L. Compensation of Certain Positions. Notwithstanding any other provision of the County Code, the director of health services, for recruitment purposes, may establish the compensation of any of the following positions at the time of initial appointment at a rate up to 50 percent above the rate shown in Section 6.28.050 which is effective on the date of appointment. Such compensation when established shall be the initial flat rate per month.

Item No.	Title
4552	Chf Dep Dir, HS, Clinical & Med. Affairs (UC)
4568	Director, Office of Managed Care
<u>4568</u>	<u>Director, Office of Managed Care (UC)</u>

Thereafter, the flat rate per month for the above positions shall be increased by the percentage adjustment factor provided by this section on the effective dates shown below.

Percentage Adjustment Factor	Effective Date
2 Percent	October 1, 2002
2.5 Percent	January 1, 2005
2.5 Percent	January 1, 2006

The rate or rates established by this provision constitute a base rate.

...

SECTION 14. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.